ST/SGB/Staff Regulations/Rev.22/Amend.1

Staff Regulations

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ST/SGB/Staff Regulations/Rev.22/Amend.1
1 January 1994

SECRETARY-GENERAL'S BULLETIN

To: Members of the staff

Subject: STAFF REGULATIONS

1. The Staff Regulations of the United Nations are established by the General Assembly according to Article 101 of the Charter of the United Nations.

2. In section II.C of its resolution 48/224 of 23 December 1993, the General Assembly approved, with effect from 1 March 1994, the revised scale of gross and net salaries for staff in the Professional and higher categories, as contained in annex I to the resolution.

3. In section IV of the same resolution, the General Assembly adopted, with effect from 1 March 1994, the revised staff assessment scale and consequential amendment to the Staff Regulations, as contained in annex II to the resolution.

4. In section I of its resolution 48/225 of 23 December 1993, the General Assembly approved the recommendations of the International Civil Service Commission 1/ concerning the methodology for determining the gross pensionable remuneration for staff in the General Service and related categories and the consequential amendment, with effect from 1 April 1994, of paragraph 6 of annex I to the Staff Regulations.

5. Revised page vi of the Staff Regulations, together with revised pages 4, 12 and 14, containing, respectively, the revised table of staff assessment rates in Regulation 3.3 (b) (i), effective 1 March 1994, the revised text of paragraph 6 of annex I of the Staff Regulations, effective 1 April 1994, and the revised salary scale for the Professional and higher categories, effective 1 March 1994, are transmitted herewith.

Boutros BOUTROS-GHALI
Secretary-General

Notes

1/ Official Records of the General Assembly, Forty-eighth Session, Supplement No. 30 (A/48/30), para. 85.

Article 105

1. The Organization shall enjoy in the territory of each of its Members such privileges and immunities as are necessary for the fulfilment of its purposes.

2. Representatives of the Members of the United Nations and officials of the Organization shall similarly enjoy such privileges and immunities as are necessary for the independent exercise of their functions in connection with the Organization.

3. The General Assembly may make recommendations with a view to determining the details of the application of paragraphs 1 and 2 of this Article or may propose conventions to the Members of the United Nations for this purpose.

The General Assembly established the Staff Regulations of the United Nations according to Article 101 of the Charter by resolution 590 (VI) of 2 February 1952 and amended them thereafter by resolutions 781 (VIII) and 782 (VIII) of 9 December 1953, resolution 882 (IX) of 14 December 1954, resolution 887 (IX) of 17 December 1954, resolution 974 (X) of 15 December 1955, resolution 1095 (XI) of 27 February 1957, resolutions 1225 (XII) and 1234 (XII) of 14 December 1957, resolution 1295 (XIII) of 5 December 1958, resolution 1658 (XVI) of 28 November 1961, resolution 1730 (XVI) of 20 December 1961, resolution 1929 (XVIII) of 11 December 1963, resolution 2050 (XX) of 13 December 1965, resolution 2121 (XX) of 21 December 1965, resolution 2369 (XXII) of 19 December 1967, resolutions 2481 (XXIII) and 2485 (XXIII) of 21 December 1968, resolution 2742 (XXV) of 17 December 1970, resolution 2888 (XXVI) of 21 December 1971, resolution 2990 (XXVII) of 15 December 1972, resolution 3008 (XXVII) of 18 December 1972, resolution 3194 (XXVIII) of 18 December 1973, resolutions 3353 (XXIX) and 3358 B (XXIX) of 18 December 1974, resolution 31/141 B of 17 December 1976, resolution 32/200 and decision 32/450 B of 21 December 1977, resolution 33/119 of 19 December 1978, decision 33/433 of 20 December 1978, resolution 35/214 of 17 December 1980, decision 36/459 of 18 December 1981, resolution 37/126 of 17 December 1982, resolution 37/235 C of 21 December 1982, resolution 39/69 of 13 December 1984, resolutions 39/236 and 39/245 of 18 December 1984, decision 40/467 of 18 December 1985, resolutions 41/207 and 41/209 of 11 December 1986, resolutions 42/221 and 42/225 of 21 December 1987, resolution 43/226 of 21 December 1988, resolution 44/185 of 19 December 1989, resolution 44/198 of 21 December 1989, resolutions 45/241 and 45/251 of 21 December 1990, resolution 45/259 of 3 May 1991, resolution 46/191 of 20 December 1991, resolution 47/216 of 12 March 1993, resolution 47/226 of 30 April 1993 and resolutions 48/224 and 48/225 of 23 December 1993.

Regulation 3.3: (a) An assessment at the rates and under the conditions specified below shall be applied to the salaries and such other emoluments of staff members as are computed on the basis of salary, excluding post adjustments, provided that the Secretary-General may, where he deems it advisable, exempt from the assessment the salaries and emoluments of staff members engaged at locality rates;

(b) (i) The assessment shall be calculated at the following rates for staff members whose salary rates are set forth in paragraphs 1 and 3 of annex I to the present Regulations:

Assessment

(In percentages)

Total assessable payments (United States dollars)	Staff assessment rates for purposes of pensionable remuneration and pensions
First $15 000 per year	4
Next $10 000 per year	20
Next $10 000 per year	25
Next $20 000 per year	29
Next $20 000 per year	32
Next $20 000 per year	35
Next $30 000 per year	37
Remaining assessable payments	39

Total assessable payments (United States dollars)	Staff assessment rates used in conjunction with gross base salaries	
	Staff member with a dependent spouse or dependent child	Staff member with neither a dependent spouse nor a dependent child
First $15 000 per year	9.0	12.4
Next $5 000 per year	21.0	26.9
Next $5 000 per year	25.0	30.4
Next $5 000 per year	29.0	34.7
Next $5 000 per year	32.0	37.0
Next $10 000 per year	35.0	40.7
Next $10 000 per year	37.0	42.8
Next $10 000 per year	39.0	44.5
Next $10 000 per year	40.0	45.4
Next $15 000 per year	41.0	46.4
Next $20 000 per year	42.0	50.5
Remaining assessable payments	43.0	52.6

Annex I

SALARY SCALES AND RELATED PROVISIONS

1. The Secretary-General shall establish the salary of the Administrator of the United Nations Development Programme and the salaries of United Nations officials in the Director category and above, in accordance with amounts determined by the General Assembly, subject to the staff assessment plan provided in Staff Regulation 3.3 and to post adjustments wherever applied. If otherwise eligible, they shall receive the allowances that are available to staff members generally.

2. The Secretary-General is authorized, on the basis of appropriate justification and/or reporting, to make additional payments to United Nations officials in the Director category and above to compensate for such special costs as may be reasonably incurred, in the interests of the Organization, in the performance of duties assigned to them by the Secretary-General. Similar additional payments in similar circumstances may be made to heads of offices away from Headquarters. The maximum total amount of such payments is to be determined in the programme budget by the General Assembly.

3. Except as provided in paragraph 5 of the present annex, the salary scales and the scales of post adjustment for staff members in the Professional and higher categories shall be as shown in the present annex.

4. Subject to satisfactory service, salary increments within the levels set forth in paragraph 3 of the present annex shall be awarded annually, except that any increments above step XI of the Associate Officer level, step XIII of the Second Officer level, step XII of the First Officer level, step X of the Senior Officer level and step IV of the Principal Officer level shall be preceded by two years at the previous step. The Secretary-General is authorized to reduce the interval between salary increments to ten months and twenty months, respectively, in the case of staff subject to geographical distribution who have an adequate and confirmed knowledge of a second official language of the United Nations.

5. The Secretary-General shall determine the salary rates to be paid to personnel specifically engaged for short-term missions, conference and other short-term service, to consultants, to Field Service personnel and to technical assistance experts.

6. The Secretary-General shall fix the salary scales for staff members in the General Service and related categories, normally on the basis of the best prevailing conditions of employment in the locality of the United Nations Office concerned, provided that the Secretary-General may, where he deems it appropriate, establish rules and salary limits for payment of a non-resident allowance to General Service staff members recruited from outside the local area. The gross pensionable remuneration of such staff shall be determined in

accordance with the methodology specified in article 54 (a) of the Regulations of the United Nations Joint Staff Pension Fund and are shown in the salary scales applicable to such staff.

7. The Secretary-General shall establish rules under which a language allowance may be paid to staff members in the General Service category who pass an appropriate test and demonstrate continued proficiency in the use of two or more official languages.

8. In order to preserve equivalent standards of living at different offices, the Secretary-General may adjust the basic salaries set forth in paragraphs 1 and 3 of the present annex by the application of non-pensionable post adjustments based on relative costs of living, standards of living and related factors at the office concerned as compared to New York. Such post adjustments shall not be subject to staff assessment.

9. No salary shall be paid to staff members in respect of periods of unauthorized absence from work unless such absence was caused by reasons beyond their control or duly certified medical reasons.

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment a/

(United States dollars)

(Effective 1 March 1994)

Level		Steps I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
Under-Secretary General																
USG	Gross	138 759														
	Net D	90 043														
	Net S	80 922														
Assistant Secretary-General																
ASG	Gross	125 677														
	Net D	82 586														
	Net S	74 721														
Director																
D-2	Gross	102 177	104 501	106 825	109 147	111 496	113 861									
	Net D	69 113	70 460	71 806	73 155	74 503	75 851									
	Net S	63 418	64 568	65 718	66 868	67 999	69 120									
Principal Officer																
D-1	Gross	89 918	91 906	93 896	95 882	97 872	99 862	101 852	103 842	105 830						
	Net D	62 001	63 156	64 310	65 462	66 616	67 770	68 924	70 078	71 231						
	Net S	57 346	58 334	59 319	60 302	61 287	62 272	63 257	64 242	65 226						
Senior Officer																
P-5	Gross	78 948	80 718	82 488	84 258	86 028	87 797	89 567	91 360	93 158	94 959	96 759	98 558	100 359		
	Net D	55 530	56 574	57 618	58 662	59 707	60 750	61 794	62 839	63 882	64 926	65 970	67 014	68 058		
	Net S	51 466	52 415	53 364	54 313	55 261	56 209	57 158	58 063	58 953	59 845	60 736	61 626	62 517		
First Officer																
P-4	Gross	64 509	66 200	67 896	69 591	71 291	72 986	74 683	76 404	78 130	79 855	81 579	83 308	85 033	86 759	88 485
	Net D	46 901	47 920	48 938	49 955	50 974	51 992	53 010	54 028	55 047	56 064	57 082	58 102	59 119	60 138	61 156
	Net S	43 618	44 545	45 471	46 397	47 325	48 250	49 177	50 103	51 028	51 952	52 876	53 803	54 728	55 653	56 578
Second Officer																
P-3	Gross	52 274	53 792	55 321	56 887	58 456	60 024	61 592	63 161	64 729	66 319	67 913	69 507	71 101	72 694	74 290
	Net D	39 383	40 339	41 296	42 251	43 208	44 165	45 121	46 078	47 034	47 992	48 948	49 904	50 860	51 817	52 774
	Net S	36 781	37 649	38 518	39 387	40 258	41 128	41 998	42 869	43 739	44 610	45 481	46 351	47 221	48 091	48 962
Associate Officer	Gross	41 695	43 013	44 328	45 665	47 021	48 380	49 738	51 095	52 455	53 811	55 174	56 578			
P-2	Net D	32 652	33 508	34 363	35 219	36 074	36 929	37 785	38 640	39 496	40 351	41 206	42 063			
	Net S	30 660	31 442	32 221	33 000	33 776	34 553	35 330	36 106	36 884	37 660	38 436	39 216			
Assistant Officer	Gross	31 393	32 604	33 812	35 023	36 287	37 551	38 818	40 082	41 346	42 611					
P-1	Net D	25 847	26 671	27 492	28 315	29 136	29 958	30 782	31 603	32 425	33 247					
	Net S	24 418	25 181	25 942	26 704	27 453	28 203	28 954	29 704	30 453	31 203					

D = Rate applicable to staff members with a dependent spouse or child.
S = Rate applicable to staff members with no dependent spouse or child.

a/ This scale represents the result of a consolidation of 3.6 multiplier points of post adjustment into net base salary. There will be consequential adjustments in the post adjustment indices and multipliers at all duty stations effective 1 March 1994. Thereafter, changes in post adjustment classifications will be effected on the basis of the movements of the newly consolidated post adjustment indices.